SCHOOL IMPROVEMENT PLAN

2022-2025

PREAMBLE
STRATEGIC PLANNING

The priorities in this School Improvement Plan (SIP) provide an overview of our Strategic Vision and planning commitments for the next three years. The SIP has been developed through a comprehensive consultation process, ensuring all groups of stakeholders had opportunities to provide feedback to the Executive and Senior Leadership Teams.

Our SIP takes into consideration a multitude of factors, looking at both internal and external points for improvement. Specifically, feedback from DSIB and BSO inspections, HPL visits, Cluster Support Visits, Local Advisory Board meetings, Parent and Student surveys, alongside all other processes for internal school self evaluation.

Working parties have been established to drive school improvement for each priority. GFS will demonstrate a data driven and measurable commitment to the priorities, providing updates to the school community on a frequent basis. Our overall aim is to be transparent, reflective and mindful whilst ensuring our leadership teams are held to account for driving the school forward to future success.

OUR VISION

GROW FLOURISH SUCCEED

In 2016, GFS began its journey. As with all schools, one of our key priorities was to establish a meaningful school vision. A vision that would be long standing and one that could be identified and understood through the lenses of all stakeholders. The intention was to keep the vision short and concise, using the letters GFS strategically to help our school community associate with our direction.

In 2022, GFS opened a consultation to review the school vision. Through discussions with all stakeholders, it was decided that Grow, Flourish, Succeed was still fit for purpose and aligned to all aspects of the school improvement journey. Following deeper reflection and conversation, over the next three years we aim to engage everyone further in connecting with our vision and the three very important words that it is built upon. Through this process, our ultimate goal is to harness a sense of belonging across our entire school community.

MATTHEW BURFIELD

CEO/EXECUTIVE PRINCIPAL/
SENIOR VICE PRESIDENT EDUCATION

IAN PLANT

ASSOCIATE PRINCIPAL

JOHN STAPLEY

WHOLE SCHOOL VICE PRINCIPAL

HANNAH DAVIES

MANAGER SCHOOL OPERATIONS

OUR MISSION

TOGETHER WE INSPIRE CREATIVE, MINDFUL LEARNERS WHO VALUE DIVERSITY, SUPPORT ONE ANOTHER AND STRIVE FOR SUCCESS

The GFS Mission is based upon key words and values that we expect all stakeholders to exhibit every day. Our inclusive school is culturally diverse, vibrant and kind, providing a caring environment in which everyone aspires to learn. We have established a sense of family through our key relationships with stakeholders, yet never stop on our mission to support and develop each other further.

In 2021, our student leadership team led a project to review the GFS Mission. Through this process, key words such as *community* were identified. As a result, GFS decided to capture more key values to support our vision and mission statements. Ultimately, GFS wants to be recognised as a leading institution across the world, and as a school that aspires to do the very best for all of its stakeholders every day.

AMANDA HERRON

HEAD OF PRIMARY

CIARAN CUNNINGHAM-WATSON

HEAD OF SECONDARY

PATRICK TIDD

SENIOR DEPUTY
HEAD OF PRIMARY

TBC

SENIOR DEPUTY
HEAD OF SECONDARY

STRATEGIC PRIORITY

WELLBEING AND BELONGING

Wellbeing is when children and adults feel at ease, act spontaneously, are open to the world, express inner rest and relaxation, show vitality and self confidence, are in touch with their feelings and emotions, and enjoy life. GFS strives to ensure that all stakeholders can achieve a state of complete physical, mental and social wellbeing through our commitment and dedication to this strategic priority.

Strategic Commitment	Priority Years
Fully implement the school's programme of extra-curricular activities offering to further enhance the learning experience (BSO point for improvement)	2022-2024
Implement a welfare strategy which promotes positive mental health and ensures that all stakeholders have equitable access to wellbeing support	2022-2025
Develop a robust Character Education programme across the school	2022-2024
Incorporate Leuven Scales across all phases of the school to support wellbeing and involvement	2023-2025
Capture, analyse and effectively use all wellbeing data to further develop a school culture of kindness, happiness and involvement	2022-2024
Implement rigorous systems for capturing and acting upon student, parent and alumni voice across the school	2022-2025

STRATEGIC PRIORITY

TEACHING AND ASSESSMENT

GFS has a commitment to deliver high levels of outcomes for students, whatever their background, through the research-based and pedagogy-led High Performance Learning (HPL) framework. It is essential to note that GFS recognises student outcomes in various ways, including academic performance, levels of wellbeing and involvement, engagement in extra curricular activities and contribution to whole school and community life.

Strategic Commitment	Priority Year(s)
Continue to develop the use of kinaesthetic (active) and inquiry learning across the school to support and enrich pupils' learning (BSO point for improvement)	2022-2025
Further improve the quality of assessment information, by developing processes and practices of moderation across the school	2022-2024
Review and refine whole school processes for the observation, measurement and quality assurance of teaching	2022-2024
Deepen systemisation and optimisation of the High Performance Learning framework and philosophy across all stakeholder groups	2022-2025
Ensure lessons are delivered that meet the needs of all students	2022-2025
Ensure professional development opportunities are available that meet the needs of all staff	2022-2025
Maintain HPL world class status and British Schools Overseas rating of outstanding in all aspects of teaching and assessment	2025

STRATEGIC PRIORITY

COMMUNICATION AND TECHNOLOGY

Methods of communication have developed in schools over the past three years, largely through the effect of a global pandemic. GFS is acutely aware of the importance of streamlining communication, both internally and externally, to improve levels of engagement and understanding across all stakeholder groups.

Strategic Commitment	Priority Year(s)
Ensure policy documents are reviewed on a regular basis and reflect outstanding practice (BSO point for improvement)	2022
Ensure effective parental engagement opportunities are provided, developed and reviewed across the school	2022-2025
Achieve a Net Promoter Score of 30	2025
Implement LearnOS to streamline internal and external systems of communication and technology	2023
Establish working groups with all stakeholders, to ensure all aspects of GFS social media and communication are fit for purpose	2022-2023
Further develop effective systems of communication with the school community, cluster and School Support Centre (SSC)	2022-2025
Enhance the schools' position as a hub to facilitate research and development across the wider educational community	2022-2025

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